

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

HM&FW Department - Department of AYUSH - Certain Norms / Guidelines/Instructions for counseling method for postings on promotion/recruitment and for making transfers - New instructions - Issued.

HEALTH, MEDICAL AND FAMILY WELFARE (I2) DEPARTMENT

G.O.Ms.No.142

Dated.04-07-2009.

Read the following:-

1. G.O.Ms.NO.273, HM&FW(C.2) Department, dated.21-05-2009.
2. From the Commissioner, Department of Ayush letter No.3392/Admn.IV/09, dated. 30.05.2009.

ORDER:

In the Government orders issued in the reference 1st read above, orders were issued specifying guidelines for counseling method for issuing posting orders to the candidates at the time of appointment by direct recruitment/promotion/transfers.

2. In the proposal 2nd read above, Commissioner of AYUSH has informed that there are (557) No. of Ayurvedic Dispensaries, (286) No. of Homoeo. Dispensaries and (196) No. of Unani Dispensaries working under the control of the Department. There are (229) No. of vacancies in Ayurvedic Dispensaries, (104) No. of vacancies in Homoeo. Dispensaries and (32) No. of vacancies in Unani Dispensaries due to the reason that these vacancies could not be filled up for want of required permission from Government. As and when counseling is taken up for issuing posting orders, the applicant candidates choose only the Dispensaries in urban and semi-urban areas and the Dispensaries in the interior areas always remain vacant. As a result of this, there are many Dispensaries in the interior areas which have been lying vacant since a long time and the present counseling procedure ordered vide reference 1st read above has resulted in this un-desirable situation.

3. The Commissioner of AYUSH has proposed that the existing counseling procedure be amended with the objective that the vacancies are not restricted to interior areas alone and are uniformly distributed or vacancies are allowed to be in urban or semi-urban areas since in these areas the people have alternative service delivery mechanisms available to them. He has finally suggested the following revised guidelines for counseling:-

- a) The list of vacancies to be filled up through counseling can be decided by the competent authority who is authorized to take up transfers, ex. If there are (20) vacancies of Medical Officers in Ayurveda, in a particular zone but there are only (8) Medical Officers to attend counseling, the competent authority should identify (8) of these (20) vacancies to be filled up and counseling be restricted to only these (8) vacancies. However, the cardinal principle should remain that the vacancies in interior areas should be filled up on priority basis.

(P.T.O.)

- b) The options to be obtained from the officers attending counseling should be not for (1) vacancy but for (3) vacancies out of notified vacancies as mentioned in para (a) above. This is required to be done since in the present setup the senior officers keep on moving from one unit to another unit within same category (nearer to urban areas, having good infrastructure etc.) and other officers do not get chance to work in any of these units. There are instances where officers have been working for more than (15) to (20) years in interior areas because of the existing procedure. Out of the (3) options given, the competent authority can decide the place of posting.
- c) The priority format given in the existing instructions also need to be amended since the existing method gives advantage to certain section of employees throughout their service career. I propose the following order of priority which can be considered for adoption:-
 - i) Employees whose spouse is working at the same station/same local area (however this priority treatment be restricted to only one spouse and only for two times throughout service career). For this purpose, the employee who wants to avail this preferential treatment should obtain certificate from the competent authority of the office where the spouse is working that the spouse has not availed this preferential treatment during current transfers and also that the spouse has not availed this preferential treatment for more than (2) times throughout the service.
 - ii) Principal office bearers of recognized service associations – Only the elected office bearers as per the approved bye-laws of the association and whose names have been duly communicated to the competent authority by the General Secretary/Secretary of the service association should be considered for preferential treatment. This is required since many a times even district office bearers attempt to avail this preferential treatment.
 - iii) Employees who have one year of service left for retirement – The period of one year in this case should be calculated as on the last day of the month in which counseling is being taken up. This is required in order to have uniformity and equity.
 - iv) Physically handicapped – Only the employees who are falling in the category of physical handicap as per their service records should be considered.
 - v) Widows/unmarried woman – In case of widows the existing preferential treatment can be continued. However in case of unmarried woman, the preferential treatment can be dispensed with during counseling taken up for first recruitment but it can continue for transfers after the initial recruitment.
 - vi) One more category of preferential treatment can be added and this category may include the employees who themselves/their spouses are suffering from one of the following diseases:

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- i. Cancer of any organ where chemotherapy /radiotherapy is required.
- ii. Kidney ailments where dialysis is required.
- iii. Heart ailments where by-pass surgery/pacemaker is required.
- iv. Paraplegia/hemiplegia.
- v. Dependent children suffering from cerebral palsy.

The above conditions should be certified by a Govt. Doctor not below the rank of Civil Surgeon irrespective of whether that Doctor is treating the person or not.

- d) All the employees who have completed (5) years of service in a particular office should be necessarily transferred irrespective of whether he appears for counseling or not. This is required since many employees who have completed (5) or more years of service do not apply for transfer and do not attend counseling assuming that they will not be transferred and this brings indiscipline among the employees and distortion in the placement of employees within the Department. If this category of employees do not opt for counseling, the competent authority will give posting orders from out of the vacancies notified at (a) above.
- e) All the employees who have completed (3) years of service in a particular office can be considered for transfer and the competent authority should decide as to how many out of such employees should be considered for transfer during a particular period when transfers are taken up. Such of these employees if considered for transfers should be informed by the competent authority so that they are able to give option during the counseling taken up.

4. The Government after careful consideration of the above proposal of the Commissioner of AYUSH hereby order the following guidelines / instructions for promotion/transfer/initial appointment by counseling method in respect of Department of AYUSH for issuing posting orders at the time of recruitment /promotion/transfer:-

- a) The list of vacancies to be filled up through counseling can be decided by the competent authority who is authorized to take up transfers/recruitment and number of vacancies to be notified for this purpose shall be 150% (one hundred and fifty percent) of the number of candidates available. While notifying the vacancies, the vacancies in interior/tribal areas should be invariably included.
- b) The options to be obtained from the officers attending counseling should be not for (1) vacancy but for (3) vacancies out of notified vacancies as mentioned in para (a) above.
- c) The priority to be given for certain specified categories of employees shall be as mentioned hereunder following order of priority:-

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- i) Employees whose spouse is working at the same station/same local area (however this priority treatment be restricted to only one spouse and only for two times throughout service career). For this purpose, the employee who wants to avail this preferential treatment should obtain certificate from the competent authority of the office where the spouse is working that the spouse has not availed this preferential treatment during current transfers and also that the spouse has not availed this preferential treatment for more than (2) times throughout the service.
- ii) Principal office bearers of recognized service associations – Only the elected office bearers as per the approved bye-laws of the association and whose names have been duly communicated to the competent authority by the General Secretary/Secretary of the service association should be considered for preferential treatment. This is required since many a times even district office bearers attempt to avail this preferential treatment.
- iii) Employees who have one year of service left for retirement – The period of one year in this case should be calculated as on the last day of the month in which counseling is being taken up.
- iv) Physically Handicapped – Only the employees who are falling in the category of physically handicapped as per their service records should be considered.
- v) Widows/unmarried woman – In case of widows the existing preferential treatment shall be continued. However in case of unmarried woman, the preferential treatment shall be given only during transfers and this benefit shall not be available during initial recruitment.
- vi) Employees who either themselves or their spouses are suffering from one of the following diseases:
 - i. Cancer of any organ where chemotherapy / radiotherapy is required.
 - ii. Kidney ailments where dialysis is required.
 - iii. Heart ailments where by-pass surgery/pacemaker is required.
 - iv. Paraplegia/hemiplegia.
 - v. Dependent children suffering from cerebral palsy.

The above conditions should be certified by a Govt. Doctor not below the rank of Civil Surgeon irrespective of whether that Doctor is treating the person or not.

- d) All the employees who have completed (5) years of service in a particular office should be necessarily transferred irrespective of whether he appears for counseling or not. If this category of employees do not opt for counseling, the competent authority will give posting orders from out of the vacancies notified at (a) above.

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- e) All the employees who have completed (3) years of service in a particular office can be considered for transfer and the competent authority should decide as to how many out of such employees should be considered for transfer during a particular period when transfers are taken up. Such of these employees if considered for transfers should be informed by the competent authority so that they are able to give option during the counseling taken up.
- f) The posts having regulatory work and administrative work shall be filled up by Commissioner, Department of AYUSH and such posts shall be not covered by above instructions.

5.. The Commissioner of AYUSH shall take necessary action accordingly duly taking into account the provisions of A.P. Public Employment (Organization of Local Cadres of Regulation of Direct Recruitment) order, 1975, and the instructions issued by the Finance Department during the relaxation orders on ban on general transfers.

6. These orders are issued in respect of AYUSH Department only in supersession of the orders issued vide G.O.Rt.No.273, Health Medical & Family Welfare (C.2) Department, dated 21-05-1999.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**J.SATYANARAYANA
PRINCIPAL SECRETARY TO GOVERNMENT**

To
The Commissioner, Department of AYUSH, Hyderabad.
All Heads of the Departments in HM&FW Department.

Copy to:

P.S. to M(H&FW, VVP).
P.S. to Principal Secretary to Government.
SF/SCs.

//FORWARDED BY :: ORDER//

SECTION OFFICER